

## 2. Benefits of Job Sharing – for Students and the School Community, and for the Teachers

A review of the literature, as well as the wealth of experience with *Job Sharing*, indicate that we would do well to consider the range of benefits with *Job Sharing*.

BENEFITS - for the school community	BENEFITS - for teachers who are job sharing
<ul style="list-style-type: none"> <li>• Attracts, motivates and retains staff and skills that are important to schools.</li> <li>• Reduces staff turnover and consequently the upheaval that goes with recruitment and training of new staff. People stay in a job longer if the hours suit their home lives. Schools can retain skilled and experienced staff.</li> <li>• Enables employers to preserve jobs in their full-time form while tapping on the expertise of two people and boosting employment opportunities.</li> <li>• Reduces sick days taken and absenteeism.</li> <li>• Improves staff morale.</li> <li>• Enhances the professional life of staff by assisting them to better balance work and family responsibilities.</li> <li>• Job sharers bring increased enthusiasm and energy to the job and this helps optimise learning and teaching. Job sharers working the hours that best fit in with their other commitments can be fresh, energetic and creative during the hours they are working and this can lead to improved output.</li> <li>• Two people bring two sets of skills, talents and experience to the job. This -               <ul style="list-style-type: none"> <li>○ increases the staff resource base</li> <li>○ supports the pooling of ideas</li> <li>○ offers the opportunity for job sharers to learn from one another, maintain and develop skills</li> <li>○ maximises individual strengths and can minimise individual weaknesses</li> </ul> </li> <li>• Two teachers monitoring to ensure children don't slip through the cracks</li> <li>• Senior students may have the advantage of two perspectives and double marking</li> <li>• Doubles involvement in extra curricular activities (discos, coaching sporting teams, parent/teacher interviews)</li> <li>• Flexibility may allow job-sharers to "cover" for each other when they are unable to work for family or other reasons (eg, if covering one another's sick leave, long service leave, etc) and so the class has fewer teachers. This helps with planning and providing continuity.</li> </ul>	<ul style="list-style-type: none"> <li>• Job sharing may be of particular benefit to -               <ul style="list-style-type: none"> <li>○ staff with carer responsibilities who may only be able to work part-time</li> <li>○ staff approaching retirement who would prefer a phased retirement</li> <li>○ staff who wish to undertake studies while continuing in employment</li> <li>○ staff with disabilities or illness who may only be able to work part-time.</li> </ul> </li> <li>• The partner who enters the job share arrangement and continues to retain their entitlement to full-time employment may be in a better position to preserve their career skills and status.</li> <li>• Flexibility in negotiating time at work. People stay in a job longer if the hours suit their home lives.</li> <li>• A better balance between work and other activities and responsibilities -               <ul style="list-style-type: none"> <li>○ Not have to choose between career and family; and enjoy being a stay at home parent</li> <li>○ Eases return to work after maternity leave</li> <li>○ Enables job sharers with carer responsibilities to plan and arrange alternate care for specific days.</li> </ul> </li> <li>• Opportunities for teachers with specific subject interests/specialties or industry experience.</li> <li>• Increased energy in the job due to working the hours that best fit in with their other commitments - being fresh, energetic and creative during the hours they are working - can lead to improved output.</li> <li>• Mutual mentoring and professional development opportunity with their partner.</li> <li>• Job satisfaction, rewarding and fulfilling</li> <li>• A feeling of still being part of the school community (compared to casual relief work) and ongoing friendships.</li> <li>• Regular income and set work days.</li> <li>• Sharing of the load on a regular basis.</li> <li>• Flexibility - may allow job-sharers to "cover" for each other when they are unable to work for family or other reasons.</li> <li>• The opportunity for professional dialogue, staying abreast of changes, maintaining and further developing skills, accessing PD and career development.</li> </ul>

